DAWSON CITY LABOUR SKILLS INVENTORY SURVEY

A report prepared
by the
Yukon Bureau of Statistics
for the Dawson City Labour Skills Inventory
Steering Committee

August 2006

2007-02572/

This report was produced by the Yukon Government's Bureau of Statistics which is a branch of the Executive Council Office. The Bureau was working for the Tr'ondek Hwech'in (TH) First Nation and the Dawson Campus of Yukon College who commissioned the survey and report.

For further information about the activities or publications of the Bureau of Statistics, write, telephone, fax or email to:

Government of Yukon

Executive Council Office

Bureau of Statistics (A-8C)

Box 2703

Whitehorse, Yukon

Y1A 2C6

Telephone: (867) 667-5640, or 1-800-661-0408, ext. 5640, for callers within the Yukon but outside of Whitehorse

Fax: (867) 393-6203

Email: ybsinfo@gov.yk.ca

You may also want to check out the Bureau's homepage on the Internet at the following address:

http://www.gov.yk.ca/depts/eco/stats/

DAWSON LABOUR SKILLS INVENTORY SURVEY

Summary Report

This report is to provide an overview of the Dawson Labour Skills Inventory Survey. The purpose of the survey was to develop a database of the existing employment experience and skills in the Dawson population 15 years of age and over.

No paper based report can do what the database is capable of. It is the capacity to search the database by selection criteria which is the real benefit of the survey and data entry. The occupational coding is a key component to enabling searches based on job types and skills.

Some summary frequencies are provided but the detail covered by the database is too extensive to present in summary form. For further summary information contact either TH or Yukon College Dawson Campus.

In addition to this specific survey the Yukon Bureau of Statistics undertook a Business and Labour Demand Survey early in 2006. The results of this survey for Dawson are also presented.

Dawson Labour Skills Inventory Survey Timeline

<u>February/March:</u>

- Development of Survey questions
- Pilot of Survey questions
- Finalization of the Dawson Labour Skills Inventory Survey Form
- Preparation and posting of the Interviewer and Data Entry job positions
- Development of competition questions
- Printing of the survey form
- Preparation of all training materials

<u>April:</u>

- Preparation of interviewer assignments
- Preparation of all operational controls *(blackbook, km. forms, call in forms, etc.)*
- Dawson Trip 1: Apr. 9 -12, Hired Interviewers
- Dawson Trip 2: Apr. 18 - 21, Trained interviewers and supervised first two days of work.
- Start edit of survey forms
- Code all occupations using the National Occupations Classification. (NOCS)
- Preparation of Access Data Entry Screens

May:

- Dawson Trip 3: May 1 -3, Met with interviewers to review survey, edit and control procedures.
- Dawson Trip 4: May 10 to 12, Reorganized assignment areas, reviewed edit procedures, reassigned some survey questionnaires.
- Dawson Trip 5: May 23, 24 – Debriefing of survey procedures and survey questionnaire. Discussed clean-up and assigned clean-up survey forms and assignment areas.
- Finalization of Access Data Entry Screens
- Continue with edit and coding
- Data entry of Survey forms

June:

- Continue with edit and coding
- Data Entry *(May 30 – June 20)*
- June 21, verification of number of completed surveys to number of surveys data entered
- Preparation of Survey Operational Results
- Start of 1st level analysis. *(June 22)*

August:

- Completion of data input
- Finalization of datasets for Yukon College and TH
- Formal hand-over of data to Yukon College and TH
- Report to steering committee

PRELIMINARY RESULTS

Total Respondents

A total of 1,104 individuals in 510 households were covered through the survey. Of these, 1,073 were year-round residents and 31 were not. Only year-round residents of working age (15 to 64 years of age) are included in employment related and current enrolment in education tables (793 persons). Tables on educational attainment and interests include all respondents 15 years of age and over.

	Year-round Resident				Non Year-round resident			
Age	**Total**	**Male**	**Female**	**Unknown**	**Total**	**Male**	**Female**	**Unknown**
0 - 4	65	31	34	0	0	0	0	0
5 - 9	65	44	21	0	0	0	0	0
10 - 14	60	26	34	0	0	0	0	0
15 - 19	67	32	35	0	1	1	0	0
20 - 24	59	31	28	0	7	1	6	0
25 - 29	78	37	41	0	5	2	3	0
30 - 34	73	34	39	0	1	1	0	0
35 - 39	90	39	51	0	4	1	3	0
40 - 44	95	48	47	0	1	0	1	0
45 - 49	106	63	43	0	2	1	1	0
50 - 54	116	55	61	0	1	1	0	0
55 - 59	62	34	28	0	0	0	0	0
60 - 64	47	31	16	0	0	0	0	0
65 - 69	23	13	10	0	0	0	0	0
70 - 74	13	6	7	0	1	1	0	0
75 +	15	8	7	0	0	0	0	0
Refusal (199)	39	14	24	1	8	3	4	1
Totals	**1,073**	**546**	**526**	**1**	**31**	**12**	**18**	**1**

Member of the Tr'ondek Hwech'in (TH) or other Yukon First Nation?

As the survey was a partnership between the Dawson Campus of Yukon College and the Tr'ondek Hwech'in identification of membership was required. 163 individuals identified themselves as members of TH, 27 as members of other First Nations while 658 indicated they were not First Nation. A relatively large number of respondents (225) declined to answer.

Yes	163
No	658
Other FN	27
No Response	225
Total	**1,073**

Secondary School

A total of 45 persons were enrolled in secondary school during the time of the survey.

Of the persons not enrolled 554 reported having a high school diploma or equivalent and 172 reported an educational attainment level less than High School diploma or equivalent. The majority of this group had completed part of high school but males in the higher age groups were the most likely to not have finished high school.

Trades and Employment Related Training

A total of 21 persons reported being enrolled in a registered apprenticeship certificate program.

In addition, 3 people reported being enrolled in non-apprenticeship trade certificate programs.

A total of 96 persons reported having completed at least one Registered Apprenticeship Trade with 13 of these reporting having completed two programs and 5 reporting having completed 3 or more. The list includes trades not certified in the Yukon however some may well be certified in other jurisdictions and/or countries and some respondents may simply have not understood what a registered apprenticeship program actually is.

In addition, 42 people reported completed a non-registered apprenticeship program and of these 4 reported completing two.

Of all residents 15 years of age and over 73% reported at least one employment related course and, on average, each person took an average of 2.74 courses.

College and University

A total of 39 persons reported current enrollment in a college or other non-university program across a wide range of areas.

In terms of completed college and non-university post-secondary training there are a range of durations and topics.

	Total	Male	Female
Course of less than 1 week	40	18	22
Program of less than 3 months	49	24	25
Program of 3 months to less than 1 year	157	64	93
Program of 1 to 2 years	102	42	60
Program of more than 2 years	92	41	51
Total	**440**	**189**	**251**

At the time of the survey, 47 people reported being enrolled in a university degree, certificate or diploma program. It is of interest that consistent with patterns at the college level, women are more likely to be involved in this form of post-secondary education while males tend to be dominant in the trades and employment related training areas.

In addition, 161 people reported having completed a university degree, certificate or diploma program with some individuals having a number of degrees. For example, to obtain a doctorate level degree one would be expected to also have completed bachelor and masters degrees as well.

Interest in Programs/Courses

As might be expected, given the high proportion of the population having explored education and training, about 70% of the respondents indicated they would be interested in a wide range of courses – on average 2.5 per person expressing interest.

Yes	585	Courses identified	563
No	234	Male interest	691
No response	25	Female interest	772
Total	**844**	**Total interest**	**1,463**

Occupations

A total of 1,218 discrete job titles were coded into 285 four digit National Occupation Code (NOC) designations. The same job title can appear under different codes because while we use the job title provided by respondents additional information provided enables a discrete coding appropriate to the duties and tasks involved and one job title can cover several discrete skill sets.

Each of the discrete occupations is matched with equipment so that a comprehensive profile can be developed. Experience levels in both occupations and with equipment are categorized in years of experience and can be used to identify a wide range of experience across all occupational and equipment utilization categories.

Sharing of Individual Data

Respondents were asked if they were willing to share their individual data with either the Dawson Campus of Yukon College or the Tr'ondek Hwech'in.

With Tr'ondek Hwech'in:	
Yes	661
No	124
No Response	59
Total	**844**

With Yukon College:	
Yes	679
No	104
No Response	61
Total	**844**

Both the Dawson Campus of Yukon College and the Tr'ondek Hwech'in will be provided with a comprehensive data set of all data with personal identifiers removed and each will receive a data set with identifiable data of those individuals willing to share their data.

Business and Labour Demand Survey – Dawson

Industrial Groupings

A total of 157 Dawson based business entities responded to the survey with Mining and Oil and Gas Extraction along with Retail Trade being the two largest industrial groupings.

North American Industrial Classification (NAICS)	No. of businesses
11. Agriculture, Forestry, Fishing, Hunting	2
21. Mining & Oil & Gas Extraction	27
23. Construction	14
31-33. Manufacturing	7
41. Wholesale Trade	4
44-45. Retail Trade	22
22,48-49. Utilities; Transport & Warehousing	4
51. Information & Cultural Industries	2
52,53,55. Fin. & Insur.; Real Estate, & Rental & Leasing; Mgt of Enterprises	10
54. Professional, Scientific, & Technical Services	7
56. Administrative & Support, Waste Management & Environmental Remediation Services	10
61. Educational Services	2
62. Health & Social Assistance	7
71. Arts, Entertainment & Recreation	9
72. Accommodation & Food Services	15
81,91. Other Services	15
Total Respondents	157

Labour Demand

Recent Hires and Vacancies

Within the previous 6 months to the survey 34 businesses reporting hiring new staff for a total of 83 new hires.

The major reason for hiring new staff was that employees left for unspecified reasons.

Reasons for new hires		
Employee left	20	57%
Business grown or expanded	8	23%
Other	7	20%
Total responses	35	

NOTE: Multiple responses possible.

The majority of new hires (82%) were Yukon residents with the remaining 18% hired from outside the Yukon.

At the time of the survey, 15 (9.6%) of the businesses reported having vacancies and were looking for a total of 56 persons. Of these 51 could be coded to occupational groups:

Occupational classifications of current vacancies	
Intermediate Sales and Service Occupations	19
Elemental Sales and Service Occupations	10
Trades, Skilled Transport and Equipment Operators	7
Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance	7
Middle and Other Managers	3
Skilled Sales and Service Occupations	2
Skilled Administration and Business	1
Clerical Occupations	1
Para-Professional Occupations in Law, Social Science, Education, and Religion	1

Of the 43 businesses that reported current vacancies or hires within the previous 6 months 23 (53%) reported difficulties in recruiting people from Yukon for positions. The specific difficulties identified were:

- *You can't find skilled people; when you do get someone, they're no damn good.*
- *Tough to get good operators*
- *Lack of accounting knowledge*
- *Can't fill positions from Yukon government student training and employment program*
- *There is a lack of experienced operators*
- *Finding qualified, educated people*
- *Can't find qualified people.*
- *Not enough people in the winter or the people there don't want to work.*
- *Hard to find people.*
- *Finding a suitable candidate for the position. Right qualifications.*
- *Lack of applicants.*
- *Nobody seems willing to work.*
- *People don't want to work/*
- *Could not find a good apprentice mechanic in the Yukon so had to go to British Columbia to hire someone.*
- *No people available.*
- *Major shortage of skilled workers available in the Yukon.*
- *Nobody applies and the people that do apply don't want to work full-time.*
- *Lack of applications for jobs posted.*

- *Finding help*
- *Finding qualified help*
- *Zero response to employment ads*
- *Transient nature of Dawson City makes keeping employees difficult.*
- *Finding qualified people and people don't want to move to Dawson.*

Anticipated Hires

Of the 157 businesses responding, 34 (21.7%) indicated they were planning to hire a total of 65 persons within the next 6 months. A further 7 businesses (4.5%) were not sure whether they would be trying to hire in the next 6 months. The majority of businesses (116) indicated they would not be hiring.

The number of positions by occupations being hired were:

Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance	20
Trades, Skilled Transport and Equipment Operators	11
Trades Helpers and Construction Labourers	9
Intermediate Sales and Service Occupations	5
Labourers in Primary Industries	5
Skilled Sales and Service Occupations	3
Labourers in Processing, Manufacturing, and Utilities	3
Middle and Other Managers	2
Skilled Administration and Business	1
Clerical Occupations	1
Elemental Sales and Service Occupations	1